



## Administrative Progress Report (APR) May 2005

**To: POST Commissioners and Advisory Committee**

**From: KENNETH J. O'BRIEN**  
**Executive Director**

The APR is a monthly status report intended to inform POST Commissioners and law enforcement officials of recent progress on projects and instructional programs currently under development at POST.

### **BASIC COURSE CERTIFICATION REVIEWS CONTINUE**

The Training Delivery and Compliance Bureau began the Basic Course Certification process for 2005. There are thirty-nine basic course presenters in California and a review is conducted at those academies once every three years.

The Basic Course Certification Review process is a thorough examination of the basic course presented at an academy. After a date has been selected for review, the Academy will prepare a detailed self-assessment report and submit it to POST. The Academy Director will consult with POST on the selection of the other team members that consist of a Director of another Academy and a member of the Academy Advisory Committee.

The review typically takes two days on site and the focus of the examination is to look at the program in four areas: Administration and Management, Course Quality and Delivery, Facilities and Equipment, and Safety Policies. The Certification Review Team will conduct an in-depth review of the self-assessment report; inspect the venues used by the Academy during training; and interview recruits currently enrolled in the course.

During the examination, the team identifies areas where recommendations for improvement can be offered as well as identifying areas where the team believes the Academy is exemplary in its presentation. When the review is completed, the team chair will provide the Academy Director and College President, or Agency Head, an oral report on the team findings. This oral report is followed by a written report approximately 30 days after the review.

Since April 2005, reviews have been conducted at the California State Parks in Pacific Grove, Napa Valley College, the San Jose Police Department, the Ray Simon Criminal Justice Training Center in Modesto, Fullerton College, and State Center at City College in Fresno. Other academies scheduled for later this year include Rio Hondo College in Whittier, the Los Angeles Police Department, Santa Rosa College, the South Bay Regional Training Consortium in San Jose, the Bakersfield Police Department, and the San Diego Regional Public Safety Training Institute.

Questions about the certification process may be directed to Senior Consultant Ed Pecinovsky, Training Delivery and Compliance Bureau, at (916) 227-4873 or by email at [Ed.Pecinovsky@post.ca.gov](mailto:Ed.Pecinovsky@post.ca.gov).

## **POST STAFF ATTENDS LAW ENFORCEMENT MEMORIAL SERVICE**

The San Bernardino Police Department hosted the 2005 San Bernardino County Law Enforcement Memorial Service on May 17, 2005. The memorial service included remarks by Mayor Judith Valles of San Bernardino, Sheriff Gary Penrod of San Bernardino County, District Attorney Mike Ramos of San Bernardino County, and Chief Garrett W. Zimmon of the San Bernardino Police Department.

The names of fallen officers from the various departments in San Bernardino County were read while gloves were laid in their memory. When all the names were read, the ceremony closed with a 21-gun salute, the playing of taps, a flyover by the San Bernardino County Sheriff's Department Aviation Unit, and the release of a flock of doves.

Representatives from all of the law enforcement agencies in the county were present for the ceremony, as well as several families of officers that lost their lives. Region Seven Manager Gary Manini, Training Delivery and Compliance Bureau, represented POST at the dedication.

## **POST DEVELOPING VIDEO ON THE USE OF ELECTRONIC AND PROJECTILE WEAPONS**

The Training Program Services Bureau began development of a training video on critical issues surrounding law enforcement's use of projectile and electronic weapons. The curriculum will include types of weapons available and their effectiveness in enforcement situations, as well as the advantages and disadvantages. Recent issues regarding the Taser will also be reviewed and discussed by the expert panel. The various types and features of munitions will be discussed and demonstrated. A major portion of the video will include legal and ethical issues involved with deployment of these types of weapons. The two-hour program will feature scenarios that can be used to train officers and assist agencies in developing or updating their departmental policies. The program is scheduled to be released on DVD later in the year. As part of the project, the subject matter expert committee will also develop minimum curriculum requirements for an electronic and projectile operator's basic course.

Questions regarding the weapons video may be directed to Special Consultant Ollie Sansen, Training Program Services Bureau, at (916) 227-4085 or by email at [Ollie.Sansen@post.ca.gov](mailto:Ollie.Sansen@post.ca.gov).

## **FIREARMS SKILLS TEST DEVELOPMENT PROJECT**

Subject matter experts attending a Firearms Skills Test Development Workshop completed draft firearms competencies and continued work on developing evaluation criteria and a score sheet. The score sheet, which assesses specific firearms competencies, rather than the current standard of target shooting accuracy, could be used in all academies regardless of the type of range facility or weapon system in use. The development of a standardized firearms skills test for the Basic Course is a requirement of POST Strategic Plan Objective A.4.

Questions about the Firearms Skills Test Development Project may be directed to Senior Personnel Selection Consultant Bob Holmgren, Standards and Evaluation Services Bureau, at (916) 227-4537 or by email at [Bob.Holmgren@post.ca.gov](mailto:Bob.Holmgren@post.ca.gov).

## **RECRUITMENT/RETENTION PROJECT**

The Recruitment and Retention Council met in San Diego. A member of the first Recruitment and Retention Project presented in 2001 commented that there was not sufficient focus on agency executives. The council was of the opinion that agency executives and other decision makers should be the focus of this symposium. Staff is considering the recommendation.

A recent meeting also brought subject matter experts outside of law enforcement together in San Diego and Los Angeles, respectively, to discuss best practices in recruitment and retention. The groups were largely a mix of human resource managers, consultants and professional recruiters. Many excellent suggestions were made and are under consideration. One more focus group is under development and will be conducted in Burlingame.

All California basic police academies were asked to participate in the planning process by surveying their respective academy classes to determine issues regarding recruitment. Sixteen items were on the survey that will help provide a snapshot of perspectives from those just hired and/or hoping to be hired. Ten academies have returned completed surveys with more expected.

Questions regarding the Recruitment/Retention project may be directed to Special Consultant Merle Switzer, Training Program Services Bureau, at (916) 227-4861 or by email at [Merle.Switzer@post.ca.gov](mailto:Merle.Switzer@post.ca.gov).

## **POST HOSTS VISITOR FROM THE MINISTRY OF THE INTERIOR IN ITALY**

On May 17, 2005, POST staff met with Chief Antonio Del Greco who is the Director of the Trevi-Campo Marzio Police district in Rome, Italy. Chief Del Greco is a representative of the Interior Ministry in Italy and was in the United States under the auspices of the U.S. Department of State – International Visitor Leadership Program. The State Department has been scheduling visits for members of law enforcement from other countries to meet with POST staff during their visits to California.

The City of Rome is divided into 60 police districts and Chief Del Greco is responsible for District #1 (Trevi-Campo Marzio) which includes central Rome and the Vatican. Chief Del Greco has held a variety of policing positions in Italy since 1974 and has served as the Director of the Anti-Mafia Investigative Directorate and as the Police Commissioner, Prefect of Milan. He is in the U.S. studying policing systems and was given a briefing on a wide variety of issues and programs.

Chief Del Greco was particularly interested in issues relating to training in areas of public disorder, crowd control and emergency situations, and anti-terrorism activities. In addition, he was briefed on a number of law enforcement training best practices and programs for victims of crime. He also attended briefings with other law enforcement agencies both in Washington D.C., and Texas.

Questions about Chief Del Greco's visit may be directed to Bureau Chief Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or by email at [Ken.Whitman@post.ca.gov](mailto:Ken.Whitman@post.ca.gov).

## **POST COMMAND COLLEGE**

The POST Command College Class 39 commenced on May 15, 2005, in Oxnard, California. Management personnel from 20 California agencies will attend classes throughout 2005 and 2006, and are scheduled to graduate in November 2006.

Command College Class 40 is scheduled to begin on December 4, 2005. Applications are being accepted for Class 40 and subsequent classes. Command College applications may be obtained by contacting Office Technician Toni Little, Center for Leadership Development Bureau, at (916) 227-2816 or by email at [Toni.Little@post.ca.gov](mailto:Toni.Little@post.ca.gov).

Questions about the Command College program may be directed to Senior Consultant John Dineen, Management Counseling Services Bureau, at (916) 227-4549 or by email at [John.Dineen@post.ca.gov](mailto:John.Dineen@post.ca.gov).

## **GOVERNOR'S OFFICE OF EMERGENCY SERVICES (OES) CONVENES NATIONAL INCIDENT MANAGEMENT SYSTEM (NIMS) TECHNICAL GROUP**

The Governor's Office of Emergency Services (OES) convened the first meeting of the National Incident Management System (NIMS) and Standardized Emergency Management System (SEMS) Technical Group on May 12, 2005 to begin planning a statewide integration and implementation plan to meet the federal NIMS requirement.

Representatives from over 50 state and local agencies and tribal governments attended the meeting. Governor Schwarzenegger has directed OES to lead the development of this integration effort on a statewide level and report progress to his Executive Cabinet by June 1, 2005.

A number of Technical subject matter committees were established to address the integration and implementation issues, including the development of training and exercise standards designed to fully comply with the NIMS requirements for federal fiscal years 2005 and 2006.

Bureau Chief Ken Whitman has been assigned to represent POST on the Technical Group and will also participate as a member of the training and exercise subject matter expert committee. It is expected that a series of meetings will be held over the next two months and that a formal implementation and integration plan will be ready in September 2005. The plan will include recommendations for a standardized training curriculum for public safety and first responder personnel statewide that will meet all federal requirements.

POST staff has completed the development of both an 8-hour NIMS course and a 24-hour instructor-training course that fully meets or exceeds current federal and California requirements. A report on NIMS and how it will impact public safety agencies will be presented to the Long Range Planning Committee at its June 2005 meeting.

Questions about the NIMS program may be directed to Bureau Chief Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or via email at [Ken.Whitman@post.ca.gov](mailto:Ken.Whitman@post.ca.gov).

## **PUBLIC SAFETY DISPATCHER TERRORISM AWARENESS COURSE**

SB 1350 (McPherson) added Penal Code 13519.12 that required POST to develop a course or courses on terrorism awareness for law enforcement. In March 2005, POST staff began curriculum development on the 8-hour Public Safety Dispatcher Terrorism Awareness Course and a companion 24-hour train-the-trainer course. These two courses are being designed to mirror the *Law Enforcement Response to Terrorism (LERT)* courses that were developed for sworn personnel.

On May 3-4, 2005, a group of statewide subject matter experts met in South San Francisco and completed the assessment and design elements for both courses. Over the next several weeks the committee members will develop the curriculum for both courses in an effort to standardize public safety dispatcher training statewide and to meet all federal and state requirements.

The 24-hour train-the-trainer course will be pilot-tested in September 2005. Once the pilot is complete, the curriculum will be finalized and the course will be certified to a presenter or presenters. A number of instructor training courses will be scheduled during fiscal year 2005-2006 to provide a cadre of trained instructors to deliver the 8-hour awareness course statewide.

Questions about the Public Safety Dispatcher Terrorism Awareness Course may be directed to Bureau Chief Ken Whitman, Homeland Security Training Program, at (916) 227-5561 or via email at [Ken.Whitman@post.ca.gov](mailto:Ken.Whitman@post.ca.gov).

## **CHP TRAINS PERSONNEL ON TERRORISM AWARENESS**

In December 2005, POST staff trained 35 instructors from the California Highway Patrol to deliver the *Law Enforcement Response to Terrorism (LERT)* awareness course to their personnel statewide. Instructors were selected from each CHP Division and successfully completed to 32-hour course of instruction.

At a recent meeting, Assistant Chief Jim McLaughlin of the CHP Personnel and Training Division reported that between January and April 2005 these 35 instructors delivered the 8-hour awareness course to 6,500 personnel within their divisions. The CHP identified quality instructors and developed a schedule and plans to deliver this important training within the federal grant timelines. This training effort culminated in approximately 52,000 hours of training and the feedback from the trainees was positive. Approximately 12,000 personnel statewide have completed the LERT course since it was released in 2004.

Questions about the LERT course may be directed to Special Consultant Anthony Lukin, POST Homeland Security Training Program, at (916) 227-5562 or via email at [Anthony.Lukin@post.ca.gov](mailto:Anthony.Lukin@post.ca.gov).

## FEDERAL VISITORS OBSERVE POST PROCESS

POST has been conducting certification reviews of basic academies for more than twenty years under the format known as the Basic Course Certification Review. Over the last few years, the Federal Government has been exploring ways to conduct accreditation reviews at its basic academies.

Three representatives from the Federal Law Enforcement Training Center (FLETC) in Glynco, Georgia, came to Sacramento to observe the process as it was conducted at Napa Valley College on May 11-12, 2005. These representatives spent a day at POST learning about how POST and the certification process operates.

They then accompanied Senior Consultant Ed Pecinovsky as he chaired a Certification Review Team. The process took two days and the representatives from FLETC left with valuable insight on how to proceed in the development of their process.

Questions regarding this visit should be directed to Senior Consultant Ed Pecinovsky, Training Delivery and Compliance Bureau, at (916) 227-4873 or by email at [Ed.Pecinovsky@post.ca.gov](mailto:Ed.Pecinovsky@post.ca.gov).

## LAW ENFORCEMENT RESPONSE TO TERRORISM INSTRUCTOR COURSE

The ninth *Law Enforcement Response to Terrorism (LERT)* instructor course was presented in Burlingame on May 9-12, 2005. This 32-hour course trains instructors to deliver the *Law Enforcement Response to Terrorism (LERT)* awareness course that satisfies both the SB 1350 mandates and the Office for Domestic Preparedness (ODP) federal grant conditions.

The class included 34 instructors and was completely reformatted to meet ODP requirements. To date, approximately 230 instructors have been trained statewide to deliver the awareness training. Each instructor receives a comprehensive instructional package to assist them in presenting the 8-hour course, including instructions on how to certify their presentation for Continuing Professional Training credit.

The final instructor course for FY 2004-2005 will be presented at the Crown Plaza in Garden Grove on June 7-10, 2005. An additional 35 instructors are registered for this course.

Four additional instructor course presentations will be scheduled beginning in September 2005. Once all presentations are completed, POST will have a cadre of approximately 450 instructors that can deliver the awareness course regionally or within their respective agencies.

Questions about the LERT courses may be directed to Special Consultant Anthony Lukin, POST Homeland Security Training Program, at (916) 227-5562 or by email at [Anthony.Lukin@post.ca.gov](mailto:Anthony.Lukin@post.ca.gov).



## **FIRST DETECTIVE SYMPOSIUM HIGHLY SUCCESSFUL**

The first Detective Symposium was held May 10-12, 2005, in San Jose. It proved to be extraordinarily successful. Ninety-eight percent of the 274 attendees evaluated the program as one they would “absolutely” recommend to others. The symposium’s success was a collaborative effort which resulted in a well-planned and managed program with excellent content. The symposium was sponsored by the Robert Presley Institute of Criminal Investigation (ICI), with the event’s staging accomplished by San Jose State University. Additionally, a team of subject matter experts both developed the curriculum and recruited expert presenters for the topics covered.

The symposium consisted of daily plenary and breakout sessions, as well as luncheon speakers. The plenary sessions featured lessons-learned discussions of recent major investigations, including the D.C. Beltway Snipers, the Laci Peterson murder, and the murder of Burbank Officer Matthew Pavelka. Among the topics discussed in the breakouts were cell phone technology, interview and interrogation, wiretaps, digital evidence, international flight, and computer information sources.

The symposium’s final day luncheon featured the presentation of ICI Investigative Excellence Awards. Recipients were the investigators involved in the following major homicide cases: Laci Peterson (Modesto Police Department), Samantha Runnion (Orange County Sheriff’s Department), and Peter Bianco (San Jose Police Department). Mr. Bill Kurtis, producer of “Investigative Reports,” “Cold Case Files,” and “American Justice,” presented the awards.

As a result of the favorable reviews of this symposium, and the fact that 75 prospective attendees remained wait-listed when the event was held, it is anticipated the same program will be repeated in the near future. A request for a repeat of this symposium’s content during the 05/06 Fiscal Year will be submitted for approval at the July Commission meeting.

In addition to enabling the attending detectives to attain 24 hours of Continuing Professional Training credit (as well as ICI “universal elective” credit), the symposium satisfied Objective B.16 of the POST Strategic Plan which states: “Make available periodic training symposiums on emerging issues.”

Questions regarding the Detective Symposium or the ICI Program may be directed to Senior Consultant Mike Hooper, Training Program Services Bureau, at (916) 227-3912 or by email at [Mike.Hooper@post.ca.gov](mailto:Mike.Hooper@post.ca.gov).

## **POST STAFF ATTENDS CENTENNIAL CELEBRATION**

The San Bernardino Police Department celebrated its 100<sup>th</sup> anniversary on Monday, May 16, 2005. The celebration included officers representing the original nine San Bernardino Police Officers who were dressed in uniforms of the period. A roll-call and symbolic swearing-in by the Honorable Judith Valles, Mayor of San Bernardino was conducted of the original nine San Bernardino Police Officers. Families of the original nine San Bernardino Police Officers attended the celebration and the individual family members accepted San Bernardino Police Department Meritorious Service Awards which were issued posthumously to their relatives.

Representatives from all of the law enforcement agencies in the county were present for the celebration which was very well attended. Region Seven Manager Gary Manini, Training Delivery and Compliance Services Bureau, represented POST at the celebration.

## **POST CONSIDERS REPLACING SOCIAL SECURITY NUMBERS ON COURSE ROSTERS**

POST is beginning to receive requests from the field to stop requiring Social Security Numbers (SSNs) on POST Course Rosters due to a security concern. Individuals feel uncomfortable providing their SSNs to presenters as the incidents of identity theft have risen. POST has formed an internal committee to propose a new process, possibly issuing a POST Training Identifier Number for individuals to enter on course rosters instead of their SSN. Though many forms, processes, and computer programs will need to be changed, POST is striving to have a new system in place by year's end.

Questions about the new Social Security Number replacement requirements may be directed to Bureau Chief Mitch Coppin, Computer Services Bureau, at (916) 227-4850 or by email at [Mitch.Coppin@post.ca.gov](mailto:Mitch.Coppin@post.ca.gov).

## **MASTER CALENDAR ON THE POST WEBSITE**

Due to security concerns, the Master Calendar is located within the Flagship Network on the POST Website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel that is accessed through a user identification and password.

Information about obtaining access is located at [http://www.post.ca.gov/library/p\\_ch/flagship\\_bb.asp](http://www.post.ca.gov/library/p_ch/flagship_bb.asp). If you have access to the network but have forgotten your user identification or password, please send an email to [Phyl.Barrus@post.ca.gov](mailto:Phyl.Barrus@post.ca.gov).

## **LEGISLATIVE UPDATE**

Information regarding bills with a Commission position appears on the following page. The POST Website provides access to legislative information as follows:

Assembly Bills of interest to law enforcement:

- By Assembly Bill Number: <http://www.post.ca.gov/about/legislation/AssemblyBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/AssemblyAuthors.pdf>

Senate Bills of interest to law enforcement:

- By Senate Bill Number: <http://www.post.ca.gov/about/legislation/SenateBills.pdf>
- By Author Name: <http://www.post.ca.gov/about/legislation/SenateAuthors.pdf>

Bills with a Commission position:

<http://www.post.ca.gov/about/legislation/position.doc>



## STATUS OF LEGISLATION ON WHICH THE COMMISSION HAS TAKEN A POSITION

The following are bills on which the Commission has taken a position. Other bills of interest to law enforcement stakeholders may be viewed on the POST Website at

<http://www.post.ca.gov/about/legislation.asp>.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<a href="#"><u>AB 22</u></a> (Lieber)	<b>Trafficking in Persons:</b> This bill would add several crimes related to trafficking of persons for forced labor or services and the trafficking of minors. It would provide restitution and damages to victims and would require law enforcement agencies to screen victims and issue-specific documents. <i>Commission Position: Neutral</i> – amended 4-21-05 and no longer applies to POST.	<b>ASM Judiciary Comm. (4-28-05)</b>
<a href="#"><u>AB 41</u></a> (Yee)	<b>Human Trafficking:</b> This bill would establish the crime of trafficking persons for forced labor or services and the crime of trafficking of a minor for sexual servitude. It would provide for forfeiture of items used in the commission of trafficking offenses. <i>Commission Position: Neutral</i> – does not apply to POST.	<b>ASM Public Safety (4-28-05)</b>
<a href="#"><u>SB 57</u></a> (Alarcon)	<b>Fines and Penalties:</b> This bill would increase the authority of county boards of supervisors to levy additional penalty assessments on fines for criminal offenses and other specified offenses. It would authorize counties to expend 15% of the funds collected in this manner to be used to fund equipment and reimburse trauma care facilities that provide pediatric trauma care. <i>Commission Position: Oppose</i>	<b>Sen. Public Safety (5-03-05)</b>
<a href="#"><u>SB 180</u></a> (Kuehl)	<b>Human Trafficking:</b> This bill would add human trafficking victims to those who would be served by existing hospital-based training centers; establish a special task force to study programs available to victims of trafficking; the need for additional criminal sanctions; and report to the Governor, Legislature, and the Attorney General. In addition, it would require POST to develop training for peace officers on human trafficking enforcement. <i>Commission Position: Neutral</i>	<b>Sen. Public Safety (5-03-05)</b>

<a href="#"><u>AB 760</u></a> (Nava)	<b>Criminal Procedure: Arrest of Caretaker Parent:</b> This bill would require that a caretaker parent be authorized to make three additional phone calls to make arrangements for child care. Also, it would require POST to develop guidelines and training for state and local peace officers regarding their responsibilities when they arrest a caretaker parent. This bill is similar to AB 1941 (2004). <i>Commission Position: Neutral</i>	<b>ASM Approps. – Suspense (4-06-05)</b>
<a href="#"><u>SB 986</u></a> (Escutia)	<b>Consumer Credit Reports: Employment Purposes:</b> This bill would substantially curtail the use of consumer credit reports and financial history information for employment purposes, including law enforcement background investigations. <i>Commission Position: Oppose unless amended</i>	<b>Judiciary Comm. (5-03-05)</b>
<a href="#"><u>SB 1015</u></a> (Romero)	<b>Vehicle Pursuits:</b> This bill would make several changes related to vehicle pursuits (e.g., liability, sentencing, training, policy development and implement, and driver education). It may be amended into SB 719. <i>Commission Position: Neutral</i>	<b>Sen. Public Safety (4/20-05)</b>
<a href="#"><u>SB 1237</u></a> (Leno)	<b>Taser:</b> This bill would prohibit possession and use of the taser, except for peace officers and military personnel if trained; requires POST to certify taser training for law enforcement and the military; and would require each law enforcement deployment of the taser to be reported to the Department of Justice. <i>Commission Position: Neutral</i>	<b>ASM Approps. (4-13-05)</b>
<a href="#"><u>AB 1657</u></a> (Evans)	<b>Child Victims: Child Advocacy Centers:</b> This bill would establish funding for child advocacy centers from the State Penalty Fund and would also increase the percentage of distribution of the State Penalty Fund to the Peace Officers' Training Fund Victim-Witness Fund by reducing the percentage distributed to the Driver Training Fund. <i>Commission Position: Neutral</i>	<b>ASM Approps. (5-04-05)</b>